

Chuck Wexler
Executive Director



POLICE EXECUTIVE
RESEARCH FORUM

FOR IMMEDIATE RELEASE

CONTACT:

Craig Fischer
Police Executive Research Forum
202-454-8332
www.policeforum.org

**BEN HAIMAN OF METROPOLITAN POLICE DEPARTMENT
TO RECEIVE AWARD FROM POLICE EXECUTIVE RESEARCH FORUM**

(October 20, 2020, Washington, D.C.) -- The Police Executive Research Forum (PERF) has announced that it will present its 2020 Gary P. Hayes Memorial Award to Marvin (Ben) Haiman, Executive Director of the Professional Development Bureau of Washington, D.C.'s Metropolitan Police Department (MPD).

The Hayes Award honors the memory of PERF's first executive director, who helped lead a major wave of improvements in American policing. It is presented annually to "up-and-coming" law enforcement professionals whose character, record of leadership, and commitment to better policing embody the ideals to which Gary Hayes was committed.

(In addition to Executive Director Haiman, one other person will receive PERF's 2020 Hayes Award: Burlington, NC Police Lieutenant Shelly Katkowski.)

Executive Director Haiman's leadership in overhauling the recruitment and hiring process at MPD has national implications, as police departments across the country struggle to hire enough new officers to keep up with retirements and attrition and to retain experienced officers, as detailed in a 2019 PERF report, [The Workforce Crisis, and What Police Agencies Are Doing About It](#).

Haiman is a nationally known expert on recruitment and retentions strategies. By using automation and combining steps in MPD's hiring process, the MPD was able to trim a lengthy, cumbersome process from a year or more down to a few months in most cases.

And when the COVID pandemic hit, the MPD under Haiman's leadership transitioned to an almost entirely virtual hiring process. As a result, unlike other cities that have experienced a decline in applicants, MPD's numbers have remained steady, and the department continues to attract a diverse applicant pool.

Haiman also started an innovative officer development and retention program called *Police for Tomorrow*, in conjunction with the Georgetown University Law Center. The program has a

wide-ranging curriculum that exposes new officers to different perspectives on social issues, community relations and policing.

Haiman is one of the leading voices for change and innovation in police training. He's implemented a number of important changes at the MPD academy:

- Hiring professional curriculum development staff;
- Using professional educators along with current and retired police officers;
- Emphasizing scenario-based training, using a realistic, Washington, DC-specific tactical village;
- Making physical fitness training part of a life-long wellness initiative; and
- Better integrating field training with recruit training.

Haiman also organized a working group of training directors from across the country who are sharing ideas and promising practices.

“Ben’s spirit of innovation and collaboration is helping to improve the MPD and the policing profession across the country,” said PERF Executive Director Chuck Wexler. “It’s especially appropriate that he’s receiving the Hayes Award, because Gary Hayes was a civilian employee who brought important innovations to the Boston Police Department, just as Ben is doing in Washington, DC.”

The Hayes Award will be presented to Haiman during PERF’s Virtual Town Hall Meeting on October 20. The Award has been presented every year since 1986. Previous winners include Dermot Shea, who later became NYPD Commissioner; Danielle Outlaw, who became Philadelphia Police Commissioner; Cathy Lanier, who became Chief of the Washington, DC Metropolitan Police Department; and William Bratton, who later led the NYPD and the Los Angeles Police Department.

The Police Executive Research Forum is a Washington, D.C.-based national organization of executives from city, county and state law enforcement agencies; federal agency officials; academics; and others with an interest in criminal justice issues. PERF is dedicated to improving policing and advancing professionalism through research and involvement in public policy debate. For additional information, go to www.policeforum.org.

<END>